

## GUIDE FOR THE SELECTION OF CAREER TRAINEES (CT's)

Age: Between 23 and 32 preferably, but older candidates should be considered if they meet most of the following qualifications.

Family Status: While single persons are likely to have optimum mobility, we accept that there will be relatively few singles. In case of married candidates, it should be recognized that a spouse who has potentially conflicting career interests might hinder assignments abroad. A CT candidate with several small children should be questioned carefully with respect to motivation and mobility, as family size may restrict flexibility in assignments.

Education: The minimum required is normally a Bachelor's degree from an accredited four-year college, preferably from schools which have competitive admission criteria. No particular college major is preferred but candidate should have better than average academic record. People who "squeaked by" in college should be considered only if they meet the majority of the other qualifications. Candidates without a completed college education will be considered only when other qualifications, including military or other work experience and foreign language skills are exceptionally impressive.

Military Experience: Very desirable. Alternatively, an interest in military affairs or military history is also considered as helpful.

Foreign language: Highly desirable. The ideal candidate will have speaking and reading ability in at least one foreign language. Motivation to learn foreign languages and average aptitude are required.

Work or Extracurricular Experience: Very desirable. The ideal candidate would have a documented history of interests and abilities acquired outside the classroom. The particular pursuits are of lesser importance than reflections of leadership, initiative, versatility and accomplishment.

Interest in Foreign Affairs: This is fundamental. The ideal candidate will have had some foreign-related background whether as a result of residence or study in a foreign country, military experience, extensive tourism or through academic pursuits.

Qualifications in Physical Sciences or Engineering: Highly desired, particularly in combination with foreign area or foreign language experience.

Interest in Politics and Socio-Economics: Equally fundamental. Politics make the world go round. Socio-economical developments have a vital bearing on politics and on policymaking. The understanding of the interrelationships of these factors and interest in influencing them could have important bearing on the professional success of the candidate.

Mobility: Essential. This involves not only the willingness to make one move to Washington, D.C., but a mental attitude of readiness to move family and household to distant parts of the world as well as to different cities within the United States.

Good Health: Essential, for applicant and for family.

In sum, we are looking for people-oriented individuals with drive, enthusiasm and a motivation for service. The ideal candidate, in addition to the qualifications listed above, would be an individual who is imaginative, creative, resourceful, with self-discipline, common sense and good judgment.

We recognize that there will be few candidates who will have all of the qualifications listed above. While we cannot "give" on the requirements for good health and mobility, the other requirements are flexible to the extent that a little less in one category may be compensated for by more in another one. Just as we expect flexibility and versatility from the candidates; we should be flexible in trying to fit qualifications to our varied requirements for operational personnel.